

Littler Asia Pacific



Global Practice Focused Exclusively on Labor & Employment Law

Littler is the largest law practice in the world exclusively devoted to representing management in every aspect of labor and employment law.

Such a niche practice is unique in Asia but essential to any growing employer. While a number of countries have relatively straight-forward employment regulations, many do not. In fact, employment rules can change based on province, state, or even city within a single country. An approach to employees in one country can create enormous challenges or liability for employers if the same strategy is applied in even a neighboring jurisdiction. Employers who violate employment rules and regulations (such as payment of wages, victimization or retaliation rules, or nondiscrimination requirements) can find themselves (or their leadership) facing not just civil but criminal fines and penalties!

As business demands necessitate multi-country workforces, Littler serves as a single point of contact for our clients' global labor and employment legal needs, helping multinational employers to comply with employment regulations, move their employees across borders, and assist employers with such international issues as overseas privacy laws and applying company policies worldwide.

Legal Counsel for Companies Operating in Asia

From our [Asia Pacific Regional Hub in Singapore](#), we advise both Asia-based corporations and companies operating in the region on their employment law compliance and human resources needs wherever in the world such needs arise. With a singular focus on representing management in every aspect of labor and employment law, we offer a unique ability to help clients strategically design and implement both multi-country and regional human resources initiatives that take into account the local customs, laws and expectations of employers and employees in Asia Pacific, the Americas, Europe, and elsewhere.

For employers with workforces across APAC, we draw on our knowledge of the APAC region and our local relationships to provide strategic guidance to companies on their regional or local HR initiatives or workforce challenges. For employers based in APAC expanding into Europe, the Americas, or elsewhere, we provide day-to-day support, advice, and counsel in a convenient time zone on all employment matters.

Our Team's Experience in Asia Pacific

Our global practice includes attorneys who are [licensed or qualified to practice in Asia Pacific countries](#), and others who provide further experience working with Asia Pacific-based companies doing business in the U.S. Together they cover employment matters in Asia Pacific jurisdictions including:

- Australia and New Zealand
- China
- Hong Kong
- India
- Japan
- Indonesia
- Malaysia
- Philippines
- Singapore
- South Korea
- Taiwan
- Thailand
- Vietnam
- and beyond

As a team, they are well versed on the legal and cultural differences that can pose challenges in the workplace for employers with Asia Pacific operations, as well as those based in Asia Pacific who are doing business in the U.S.



Fueled by ingenuity.
Inspired by you.®

Key Aspects of Labor and Employment Law

We advise clients on a variety of litigious and non-litigious aspects of employment and workplace relations law in the region, particularly for employers who may be new to operating in these countries, including:

- Hiring and onboarding strategies
- Employment policies, rules of employment, and general human resources compliance, both local and multi-country
- Collective and enterprise agreements
- Cost-cutting and reductions in force
- Data Privacy
- Equal employment opportunity
- Employee management, discipline and termination
- Engaging contractors or gig workers
- Training and education on multiple issues unique to each country

We're local, everywhere

With more than 1,600 lawyers across 4 continents providing counsel to employers, Littler serves as a first-stop shop for multinational companies on labor and employment law matters in multiple jurisdictions around the world. The firm is consistently recognized as a leading and innovative law practice, litigating, mediating and negotiating some of the most influential employment law cases on record.

Littler's robust platform and depth of experience position us to help your business thrive. To learn more about our employment law practice, and how we can help you, please contact your Littler lawyer or visit us at <https://www.littler.com/location-global/asia-pacific>.

Regional Hub

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At Littler, we understand that workplace issues can't wait. With access to more than 1,600 employment attorneys in 100 offices around the world, our clients don't have to. We aim to go beyond best practices, creating solutions that help clients navigate a complex business world. What's distinct about our approach? With deep experience and resources that are local, everywhere, we are fully focused on your business. With a diverse team of the brightest minds, we foster a culture that celebrates original thinking. And with powerful proprietary technology, we disrupt the status quo – delivering groundbreaking innovation that prepares employers not just for what's happening today, but for what's likely to happen tomorrow. For over 75 years, our firm has harnessed these strengths to offer fresh perspectives on each matter we advise, litigate, mediate, and negotiate. Because at Littler, we're fueled by ingenuity and inspired by you.

